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**POLICE AND PRISON OFFICERS (PROMOTION) REGULATIONS 2007**

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The Chief Constable and Superintendent of Prisons, with the approval of the Administrator, makes the following Regulations in exercise of his powers under section 9 of the Police Ordinance 2007(a) and sections 11 and 15 of the Prisons Ordinance 1971(b).

**Citation and Commencement**

1. These Regulations may be cited as the Police and Prison Officers (Promotion) Regulations 2007 and come into force on the day they are published in the Gazette.

**Application**

2. These Regulations apply to a locally engaged police or prison officer recruited in Cyprus for service with the Sovereign Base Areas Police or Prison Service.

**General Principles**

3. (1) The promotion of an officer to a rank of the Service up to and including Superintendent is by selection from amongst those qualified to be promoted.

(2) The criteria for selection are seniority, professional ability, qualities of leadership, loyalty, initiative, good character and an appreciation of the objectives of the Service.

(3) Opportunities for promotion will be published.

(4) An officer wishing to be considered for promotion should make a written application as prescribed in the Training and Personnel Policy Documents.

**Selection Board**

4. (1) A Selection Board ("the Board") makes the final decision on which officer should be promoted up to and including the rank of Superintendent.

(2) The Board consists of the Chief Constable, the Deputy Chief Constable and a Chief Superintendent.

(3) The Board may invite a representative of the Police Association of at least one rank senior to the candidate being considered to sit with it as an adviser.

(4) The Board will meet as required by the Chief Constable or the Superintendent of Prisons to interview and report upon those recommended for promotion.

**Confirmation of rank**

5. (1) A police or a prison officer is not confirmed in the rank to which he has been promoted until a period of two years has elapsed from the date of his promotion.

(2) The Chief Constable may reduce the period of two years referred to in paragraph (1) to not less than one year.

(3) The fact that a candidate has passed the qualifying examinations does not entitle him to promotion, or to promotion before another candidate who has passed the examinations at a later date.

**Constable qualifications for promotion**

6. To qualify for promotion to the rank of sergeant a constable must -

- (a) not have had a greater punishment than a severe reprimand imposed on him for a disciplinary offence during the two years immediately preceding the date on which his eligibility is being considered;
- (b) have passed the qualifying examinations;
- (c) except for special reasons, to be stated in each case, have completed two years of service in the performance of normal outside police duty or normal prison duty, as the case may be, or two years combined service in the performance of both such duties;
- (d) have completed 4 years of service; and
- (e) have been recommended by the Board.

#### **Sergeant qualifications for promotion**

7. To qualify for promotion to the rank of Inspector a sergeant must -

- (a) not have had a greater punishment than a severe reprimand imposed on him for a disciplinary offence during the two years immediately preceding the date on which his eligibility is being considered;
- (b) have passed the qualifying examinations;
- (c) except for special reasons, to be stated in each case, have completed one year of service in the rank of sergeant in the performance of normal outside police duty;
- (d) have completed two years of service in the rank of sergeant; and
- (e) have been recommended by the Board.

#### **Chief Inspector or Superintendent qualifications for promotion**

8. To qualify for promotion to the rank of Chief Inspector or Superintendent an officer of or above the rank of Inspector must -

- (a) not have had a greater punishment than a severe reprimand imposed on him for a disciplinary offence during the two years immediately preceding the date on which his eligibility is being considered;
- (b) except for special reasons, to be stated in each case, have completed two years of service in the performance of normal outside police duty;
- (c) in the case of promotion to the rank of Chief Inspector have completed two years in the rank of Inspector and in the case of promotion to the rank of Superintendent have completed four years service in the rank of Inspector or Chief Inspector combined; and
- (d) have been recommended by the Board.

#### **Additional powers of Chief Constable and Superintendent**

9. The Chief Constable or the Superintendent of Prisons may -

- (a) decide that candidates recommended by the Board for promotion must attend a promotion course; and
- (b) promote a police officer or prison officer who shows marked ability or exceptional aptitude for special work irrespective of his length of service and whether qualified by examination or not.

#### **Qualifying examinations**

10. (1) The qualifying examinations for promotion to the rank of Sergeant, Sergeant Warder and Inspector consist of one group of subjects known as "the professional group".

(2) An examination in the professional group consists of the following subjects -

- (a) crime;
- (b) traffic;
- (c) general duties as prescribed in the SBA Police Training and Personnel Policy Document.

### **Entitlement to sit examinations**

**11.** (1) A constable who has been confirmed in his appointment before the date on which an examination is held and who has given due notice to the Chief Constable is entitled to take the examination in the subjects in the professional group for promotion from constable to sergeant.

(2) A sergeant who has given due notice to the Chief Constable is entitled to take the examination in the subjects in the professional group for promotion from sergeant to Inspector.

(3) A candidate applying to sit for a qualifying examination is not permitted to withdraw his application except for very good reasons to be stated in the application to withdraw.

### **Holding of examinations**

**12.** (1) The qualifying examinations will be held at such place or places and on such dates and at such times as the Chief Constable may decide.

(2) An appropriate notice inviting applications to sit for the qualifying examinations must be issued in routine orders to the Service at least two months prior to the date on which the examinations are to be held.

### **Pass marks for qualification**

**13.** (1) Candidates must obtain pass marks of not less than 50% in each subject and a minimum aggregate of 60% across all three subjects under examination.

(2) If a candidate fails to obtain at least 50% in one of the three subjects, irrespective whether the minimum aggregate reaches or exceeds 60%, he will fail the examination.

(3) A candidate who fails to pass an examination may apply to take future examinations.

### **Notification of results of examinations**

**14.** (1) The names of successful candidates will be published in Service Routine Orders and an entry made in the individual's personal record.

(2) A candidate who fails an examination must be informed of the subject or subjects he failed.

### **Revocation**

**15.** The following public instruments are revoked –

- (a) The Police and Prison Officers (Promotion) Regulations 1967(c);
- (b) Notice under section 15 Prisons Ordinance 1971(d);
- (c) The Police and Prison Officers (Promotion) (Amendment) Regulations 1974(e);
- (d) The Police and Prison Officers (Promotion) (Amendment) Regulations 1981(f).

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Dated this 17th day of July 2007.

D. J. Kelly,  
Chief Constable and Superintendent of Prisons,  
Sovereign Base Areas.

(SBA/AG/2/CR/190/2)

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#### Notes

- (a) Ordinance 6/07
- (b) Ordinance 11/71
- (c) Public Instrument 101/67
- (d) Public Instrument 64/71
- (e) Public Instrument 9/74
- (f) Public Instrument 48/81

## **EXPLANATORY NOTE**

(This note is not part of the Regulations)

### Introduction

1. These explanatory notes relate to the Police and Prison Officers (Promotion) Regulations 2007. They have been prepared by the Office of the Attorney General and Legal Adviser in order to assist the reader of the Regulations. They do not form part of the Regulations.
2. The notes should be read in conjunction with the Regulations. They are not, and are not meant to be, a comprehensive description of the Regulations. So when a regulation or part of a regulation does not seem to require any explanation or comment, none is given.

### Particular points

3. The Regulations consolidate and update the previous Police and Prison Officers (Promotion) Regulation 1967, as amended in 1971, 1974 and 1981.
4. The Regulations establish the criteria and procedure for promotion for locally engaged officers in the service of the police and prison services, up-to and including the rank of Superintendent.